



Wootey Infant School Anti-Bullying Policy

Responsibility: FGB

Reviewed by: FGB

This Review: November 2025

Next Review Due: November 2026

Cycle: Annual-Statutory

Introduction and Rationale

We recognise our 'duty of care' and are committed to providing a friendly and safe environment for all our pupils, staff and parents, so they can learn, work and share in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils, staff and parents should be able to tell and know that incidents will be dealt with promptly and effectively. We are a 'telling' school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

This policy is a working document that has been shared with children, staff and governors and is available to parents. The children of Wootey Infant School play a critical role in the implementation of this policy and their School Council representatives review this policy on an annual basis. Amendments will be made as and when necessary.

What is Bullying?

Bullying is distinguished from plain aggression in that it involves persistent dominance by one or a group of pupils over one or others. It is one person's/group's (adult or child) wilful, conscious desire to hurt, threaten or frighten someone else (adult or child). Behaviour which is the illegitimate use of power in order to hurt others is bullying behaviour and can be of physical or verbal form of threatening looks or isolation of the victim.

Children learn that bullying*:

- Goes on for a while, or happens regularly
- Is deliberate. The other person/s wants to hurt, humiliate or harm the target.
- Involves someone (or several people) who are stronger in some way than the person being bullied. The person doing the bullying has more power; they are older; stronger, there are more of them or they some 'hold' over the target (e.g they know a secret about them)

As these three things have to happen together for something to be called bullying', our children will learn that bullying is not:

- A one-off fight or argument
- A friend sometimes being nasty
- An argument with a friend

Types of Bullying (taken from nspcc.org.uk)

- Bullying can take different forms. It could include:
- Physical bullying – hitting, slapping, kicking or pushing someone
- Verbal bullying – name calling, gossiping or threatening someone non-verbal abuse – hand signs or text messages
- Cyber Bullying – online threatening, shaming, exclusion, pressuring, sending abusive, threatening, explicit messages, encouraging self harm.
- Emotional abuse – threatening, intimidating or humiliating someone
- Exclusion – ignoring or isolating someone
- Undermining, constant criticism or spreading rumours
- Controlling or manipulating someone
- Making silent, hoax or abuse calls

The following types of bullying are also hate crimes:

- Racial
- Sexual
- Transphobic
- Homophobic
- Disability

Prevention of Bullying

At Wootey Infant School, we seek to develop an ethos that reflects community responsibility and care for others; in so doing, we would seek to prevent bullying rather than have to deal with the results.

This will be achieved by:

- Repeating the school's anti-bullying message through assemblies and class discussion, as well as the vigilance of teachers, midday supervisors and support staff throughout the school day.
- Ensuring that individuals are not excluded by others in class by adopting flexible groupings and opportunities for collaborative work. Systems are in place for the fair selection of partners and groups for classroom and other activities which ensures pupils do not feel excluded or unpopular.
- Advising pupils who may feel insecure to keep within the vicinity of duty staff at break-times.

Providing opportunities for older pupils to interact with younger pupils through monitor responsibilities; Golden Time Clubs; collaboration with First Friends and Wootey Junior School.

The Role of Governors

The governing body supports the Headteacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying in our school, and any incidents of bullying will be taken very seriously and dealt with appropriately. The governors require

the Headteacher to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the Chair of Governors to look into the matter. In all cases the governing body notifies the Headteacher, and asks her to conduct an investigation into the case and to report to a representative of the governing body. If a parent is unsatisfied with the response they should consult the school's complaints procedure which is available from the school office or on the school's website.

The Role of the Headteacher

It is the responsibility of the Headteacher to implement the school's Anti Bullying Policy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Headteacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request. The Head teacher ensures that all children know that bullying is wrong, moreover, that it is unacceptable behaviour. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished. Anti-bullying week in the Autumn Term is a scheduled opportunity to explore this problem and is part of the school's work in SEAL (social and emotional aspects of learning). The Head teacher ensures that all staff receives sufficient training to be equipped to identify and deal with all incidents of bullying.

The Role of the Teacher and Support Staff

All the staff in our school takes all forms of bullying seriously and seek to prevent it from taking place. Incidents of bullying and other serious unacceptable behaviour are reported to the Head or Deputy Headteacher and noted in the school's incident book.

If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Headteacher. Teachers and support staff do all they can to support the child who is being bullied, after consultation with the Headteacher, the teacher informs the child's parents. When any bullying taking place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and sanctions and support for the child who has carried out the bullying. Time is spent talking to the child who has bullied, explaining why his/her action was wrong, and that child is encouraged to change his/her behaviour in future. If a child is repeatedly involved in bullying other children, the Headteacher, Deputy Headteacher and Inclusion Lead are informed. We then invite the child's parents into the school to discuss the situation and sometimes facilitate meetings between the parents of both children involved. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies, such as Children's Services.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use circle time, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practice the restraint required to avoid

lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere. It is also highlighted within our Golden Rules which are displayed and used throughout the school.

The Role of Parents

Parents who are concerned that their child may be being bullied, or who suspect that their child might be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Headteacher. If they remain dissatisfied, they should follow the school's complaints procedure detailed in the school office or on the school website.

We expect parents to be good role models and behave in a reasonable and civilised manner towards all school staff and children. Incidents of verbal or physical aggression to staff or children by parents/guardians/carers of children in the school will be reported immediately to the Headteacher who will take appropriate action.

If the school has to use reasonable sanctions to punish a child, parents should support the actions of the school.

The Role of Pupils

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know. In class discussions and assemblies, pupils are invited to tell us their views about a range of school issues, including bullying.

The steps a child should take whenever they are uncomfortable about another person's behaviour are:

1. Say 'Stop I do not like it'
2. Tell a trusted adult or a friend who can help you to tell them.
3. Tell their class teacher/LSA- they may use the 'Worry Monster' for this.

Monitoring and Review

This policy is monitored on a day-to-day basis by the Headteacher, who reports to governors about the effectiveness of the policy on request. This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's incident book, and by discussion with the Headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents. The schools Safeguarding Policies and Procedures will be adhered to at all times.

This school will regularly review its policy and procedures on bullying. The school welcomes the views of parents, teachers and pupils on this subject. The school will ensure that all pupils and parents will be frequently reminded of the school's approach to bullying.

*Say No to Bullying, A handbook for parents